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National Collective Labor Agreement for the Metalworking Industry - Application Profiles of the Agreement of November 22, 2025.

Labor Information Bulletin

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On November 22, 2025, Federmeccanica, Assisital and the trade union organizations Fiom-Cgil, Fim-Cisl and Uilm-Uil signed the renewal agreement of the National Collective Labor Agreement for the Metalworking Industry, which expired in June 2024. This agreement introduces substantial changes both on the economic and regulatory fronts, configuring itself as an articulated and modern response to the ongoing transformations in the work world and competitive needs of companies in the sector.

The agreement reached introduces wage increases to corporate welfare policies, regulates fixed-term contracts, increases protection for workers suffering from serious pathologies, as well as defining the new wage structure for the next three-year period. On this latter topic, the automatic adjustment system for minimum wage scales is confirmed, establishing that in the month of June of each year of validity of the contract, minimum wages for each classification level will be subject to revision in accordance with inflation trends, measured through the Consumer Price Index for Workers' Families (IPCA) net of imported energy costs, as detected and published by ISTAT. This indexation mechanism will therefore find application in the months of June of the years 2026, 2027 and 2028 and is intended to guarantee protection of workers' purchasing power through a transparent and objective wage adjustment system, purging the price index of the energy component most subject to international market volatilities.

The procedure for determining increases, provides for a moment of institutional dialogue between the parties, who will meet within the first days of June each year to define, based on official statistical data provided by ISTAT, the amount of increases to be applied to minimum wages. This mechanism also extends to flat-rate travel allowances and hourly standby allowances, ensuring overall coherence of the wage system.

The main innovations are analyzed below:

1. Salary Increases

The new minimum wage scales for the three-year period 2026-2028 are shown in the following table.

Liv.	Dall'1.6.2026	Dall'1.6.2027	Dall'1.6.2028
D1	1.784,94	1.833,02	1.885,37
D2	1.979,37	2.032,70	2.090,76
C1	2.022,12	2.076,59	2.135,89
C2	2.064,88	2.120,52	2.181,09
C3	2.211,43	2.271,01	2.335,88
B1	2.370,33	2.434,19	2.503,72
B2	2.542,98	2.611,49	2.686,08
B3	2.838,99	2.915,48	2.998,76
A1	2.907,01	2.985,33	3.070,61

2. Welfare

Starting from 2026, companies will be required to make welfare instruments available to their employees for a value of 250 euros annually, to be used by May 31 of the following year. The timing of disbursement provides that, for 2026, the amount will be made available by February, while for the subsequent years the deadline is set for June 1 of each year.

3. Fixed-term Contracts

The most relevant update deals with the introduction of an articulated system of subjective grounds for the use of fixed-term contracts beyond 12 months, with the explicit objective of harmonizing companies' production flexibility needs with workers' interest in greater employment stability. The agreement makes use of the faculty provided by the Labor Decree of 2023, which gives the Social Partners, the ability of identifying the conditions under which it is possible to exceed the maximum duration limit of fixed-term contracts (12 months), extending it up to the legal limit of 24 months.

The subjective grounds provided by the agreement are as follows:

- ✓ Hiring of workers who have exceeded 50 years of age.
- ✓ Hiring of workers under 35 years of age who satisfy one of the following conditions:
- ✓ Have not had regular paid employment for at least six months.
- ✓ Live alone or with one or more dependents.
- ✓ Hiring of workers who have benefited from extraordinary wage guarantee fund treatment for at least six months or who are registered on unemployment lists for an equivalent period.
- ✓ Hiring of workers to be employed during periods relating to trade shows and fairs, including 15 days before and 15 days after the event.
- ✓ Hiring workers to be employed in coordination activities for projects with predetermined duration.
- ✓ Hiring of workers to be employed in the execution of specific orders, commissions or assignments of a temporary nature, including cases where the duration of the activity extends beyond initially planned times due to delays attributable to the client or external factors, determining additional personnel needs limited to completion of the order, including through internal rotation.

This system of grounds is configured as a useful tool to allow companies to adapt to market fluctuations and production needs, without compromising employment stability opportunities for workers, with particular attention to vulnerable categories or those at risk of exclusion from the labor market. A further innovation concerns the possibility of resorting to fixed-term contracts beyond twelve months in case of additional needs, generated by delays attributable to the client or external factors, a clear reference to supply chain dynamics and delivery time variability that characterize numerous sectors, particularly the metalworking sector. The system of grounds, as provided by the agreement, also applies to temporary agency work relationships, by express reference of the social partners.

Another adjusting element concerns the stabilization principle: Starting from January 1, 2027, companies that use fixed-term contracts beyond twelve months - and therefore avail themselves of the grounds described above - must, in fact, proceed in the previous year, to transform to permanent contracts at least 20% of terminated fixed-term workers. In this way, the possibility of resorting to fixed-term contracts with extended duration is strictly linked to the concrete willingness of the company to stabilize part of its temporary workforce.

4. Holidays/Leave

The parties have provided that, in companies with more than 150 employees, migrant workers with over 5 years of service seniority may request, once within the three-year period, a leave of absence period of minimum one month and maximum two non-divisible months for family reunification in countries of origin. Workers must submit a written request and company management may grant the benefit, considering the technical-organizational needs of the company and in any case for several employees simultaneously not exceeding 1% of the total workforce of the production unit to which the applicant belongs (rounded up to the next unit).

5. Retribution in Case of Illness

Starting from January 1, 2026, workers suffering from oncological diseases, as well as disabling or chronic diseases, including rare ones, which involve a degree of disability equal to or greater than 74%, upon prescription by a general practitioner or specialist doctor operating in a public or accredited private health facility, will be entitled to:

- ✓ Annual leave for medical visits and treatments: ten annual hours of leave will be recognized for medical visits, instrumental examinations, chemical-clinical and microbiological analyses, as well as for frequent medical treatments. This measure extends the same right to employees with minor children suffering from the pathologies indicated above, emphasizing the importance of care and protection of family members' health. Furthermore, it will be possible to use Annual Paid Leave (P.A.R.) quotas on the same day to cover, in whole or in part, the daily working hours, to facilitate management of therapeutic needs without penalizing work performance.
- ✓ Leave for oncological and disabling illness: A continuous or fractioned leave period is provided, with a maximum duration of twenty-four months, during which the worker retains the job, although without right to remuneration and without the possibility of carrying out work activity. It is specified, however, that the leave period will not be computed in service seniority, while remaining an important social protection. At the end of the leave period, the worker will have the right to access, with priority and compatibly with work performance needs, the agile work modality, also to favor adequate reintegration into the professional context.

6. Overtime, Night and Holiday Work

While maintaining the maximum limits provided of 200, 250 and 260 annual hours of overtime work, the employer may arrange for company areas individual overtime work performances exempt from information to the Unitary Trade Union Representation; such performances may be requested within the limit of 80 annual hours, with twenty-four hours' notice, except in exceptional cases of urgency.

Company management will consider personal needs within the limit of 10% if substitution is available through personnel with adequate professionalism.

For overtime hours under the "exempt quota" regime from preventive agreement exceeding 40 annual hours, for shift workers and for non-shift workers working in companies with over 200 employees, or 48 annual hours, for non-shift workers working in companies up to 200 employees, an additional increase equal to 8% for each hour worked will be paid, which absorbs up to concurrence any better treatment possibly in place at company level.

7. Parental Leave

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Starting from January 1, 2026, 3 annual leave days are introduced for illnesses of children up to 4 years of age for which an allowance equal to 80% of the normal comprehensive net economic treatment that would have been received if working will be recognized at company expense.

The worker who wishes to use the above-mentioned leave must promptly communicate the absence to the employer, and in any case within two hours from the start of the work shift. The same is also required to present the relevant medical certification attesting to the child's illness within two working days from the start of the absence. The use of such leave cannot be cumulated between mother and father of the child on the same day. Furthermore, it is not cumulative with any leave granted by the company for similar purposes.

8. Subcontracting

The Parties, recognizing that contracts for works and services subcontracting are governed by legal provisions on the matter, establish that work carried out in the company directly pertaining to the company's own transformation activities, as well as those of ordinary continuous maintenance, are excluded from subcontracting, except for those that must necessarily be carried out outside normal work shifts.

9. Temporary Assignment of Duties

To promote professional development, encouraging the acquisition of new skills also through versatility and multifunctionality, the Parties have agreed that workers will have the right to be promoted to a higher level, when they perform higher duties for a period equal to:

- a) 60 continuous days or 120 non-continuous days within one year, replacing the previous 30 and 75 days respectively, or 6 non-continuous months within three years.
- b) 4 continuous months (instead of the previous 3 months), or 9 non-continuous months within three years, for acquisition of levels B1, B2, B3 and A1.

These updates aim to make the transition between levels more accessible and fluid, encouraging the acquisition of new skills and expansion of professional capabilities.

10. Work Environment - Health and Safety

The agreement dedicates particular attention to health and safety protection in the workplace, introducing innovative tools for prevention and management of accidents. In each production unit, the risk assessment document will be established, containing prevention and protection measures adopted and those planned to ensure improvement over time of safety levels, and the individual health and risk file of the worker subject to health surveillance. The register of those exposed to carcinogenic and mutagenic agents is also established, according to current legal provisions, in which the activity carried out by workers and the carcinogenic agent used are reported.

The accident register, eliminated by [current legislation], is replaced with the "Accident Dashboard" made available by INAIL.

In all companies, regardless of size, within a reasonable time for data collection, post-incident analysis will be carried out by the RSPP involving the RLS, understood as a management process implemented for the purpose of learning both direct and/or indirect causes of an incident event and undertaking necessary measures to prevent repetition of the same event or similar events.

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As a priority tool to avoid repetition of the event, training breaks on safety procedures adopted at work or other interventions deemed appropriate will be adopted.

Workers' safety representatives (RLS) are attributed, in particular, rights regarding training, information, preventive consultation, access to workplaces, to be exercised according to the methods and within the limits provided by current regulations and company procedures.

The RLS, depending on the organizational context, must be equipped with adequate identification elements (for example, badge, card, pin, etc.).

11. Gender Gap

The Parties agree to establish the "Joint Commission for Equal Opportunities" with the purpose of carrying out study, research and promotion activities for equal opportunities between men and women with particular attention to:

- a) employment trends, characteristics of female presence in the sector also with reference to roles connected to new technologies;
- b) positive action initiatives, particularly those for schedule flexibility and promotion of behaviors consistent with equal opportunity principles at work;
- c) prevention of forms of sexual harassment in the workplace;
- d) development of models and/or tools for reporting cases of harassment in companies;

The parties also agree that where not already established, territorial employer associations will promote, in agreement with similar territorial instances of Fim, Fiom, Uilm, the establishment of Joint Commissions for Equal Opportunities.

The Commissions thus established have the task of:

- analyzing the labor market and territorial specificities of female employment trends in the sector;
- promoting experimentation of positive actions also regarding schedule flexibility as well as interventions aimed at facilitating reintegration of female workers after maternity absence;
- promoting, in connection with the activity of the National Commission, behaviors consistent with objectives of protecting dignity of men and women in the work environment.

12. One-time Contribution Quota

Companies will provide, through posting on bulletin boards, to communicate to workers, between February 10 and April 15, 2026, that on the occasion of the CCNL renewal, the signatory unions FIM, FIOM and UILM request an extraordinary membership fee of 30.00 euros for each year of the period 2026, 2027 and 2028, to be withheld from the salary of June of each indicated year. This amount will be requested from workers who are not union members.

In addition, together with the pay slips of April 2026, the employer must transmit to employees a special form that will allow workers to express their adherence or refusal to the request by May 15, 2026, providing communication to territorial trade union organizations regarding withholdings made. The withheld amounts must be paid into a bank account in the name of the signatory trade union organizations, at BPER Banca S.p.A., based in Rome, using the following IBAN: IT 97H0538703202000004590400.

The Studio's consultants are available for any useful clarification.